

State Workforce Innovation Council
February 7, 2008, 10:00AM
Indiana Government Center South, Conference Room B
Indianapolis, Indiana

Present:, Brian Burton, Ed Carpenter, Gina DelSanto, Harold Force, Jim Gislason, Andy Goebel, Mark Goldman, Jim Hemmelgarn, Leroy Jackson, Jr., Peter Kissinger, Chip McLean, Jim McClelland, Paul Mitchell, Jac Padgett, Paul Perkins, John A. (Jac) Price, Derek Redelman, Robert Schaefer, Patty Shutt, Mark C. Smith, Teresa Voors and Dennis Wimer.

Present via phone: Mark Maassel

Absent: Rep. Randy Borrer, Cathy Delgado, Sen. Jeff Drozda, Sen. Glenn Howard, Al Huntington, Rob Jeffs, Linda Madagame, Cathy Metcalf, Terry Rodino, Mitch Roob, Mayor Wayne Seybold, Noah Sodrel, M. Alan Stahl, Bill Stanczykiewicz, Matt Ubelor and Beth Washington.

Also present: From the Indiana Department of Workforce Development: John Ruckelshaus III, Deputy Commissioner, Governmental Affairs, Dustin Stohler, Deputy Commissioner, Legal Affairs and Administration, Dale Wengler, Deputy Commissioner, Policy and Field Operations, and Betty Culley, Policy. Also, present were Ron Timms, Regional Workforce Board Chairperson for Region 9, Bebe Kinnett, Regional Operator for Region 9, Ed Carpenter, Regional Workforce Board Chairperson for Region 10, Ron McKulick, Regional Operator for Region 10, John Stevens, Executive Director for Life Science Initiatives, Ivy Tech Bloomington, and Director of the Indiana Center for Life Sciences, and Larry Temple, Executive Director, Texas Workforce Commission.

Welcome and Opening Business - State Workforce Innovation Council Chair, Paul Perkins, called the meeting to order at 10:08. Mr. Perkins called the roll of SWIC members and a quorum was present. Mr. Perkins said that there had been a typo in the minutes distributed prior to the meeting and that revised minutes were distributed to each member at today's meeting. He asked if there were any corrections to the minutes. None were reported. The minutes were unanimously approved.

Commissioner Voors stated that the business item on the agenda, "Approval of the Balance of State Workforce Investment Board Plan," was being tabled to allow the new SWIC members time to review the local plans which had been posted for public comment on the SWIC webpage during December 2007. The Commissioner asked Betty Culley to repost the local plan documents so that all members could review the local plans prior to the next SWIC meeting.

Commissioner Voors gave a presentation about DWD priorities and major initiatives.

- The Department of Workforce Development recently contracted with Geographic Solutions regarding a new job matching system. The company has worked with other states such as Florida (employflorida.com) and Hawaii. The new system will include labor market data and average wages. The system will spider other large websites and import additional job openings. The new system will free WorkOne staff to serve more customers and educate employers regarding the new system. Deputy Commissioner Dale Wengler will give a complete overview of the job matching system at the next SWIC meeting.

- The Integration Model that Deputy Commissioner Wengler presented at the last meeting continues in all WorkOne offices. Each region is putting together their integration model which will include a quick skills assessment and a product line, such as an online GED class or resume writing program. The goal is to serve more customers and increase services for those customers.
- The third initiative is addressing the Unemployment Insurance Trust Fund. As background, in 2000 during a recessionary period, the legislature mandated a lower tax collecting structure for unemployment taxes which started to reduce the UI Trust Fund balance. Then the State Legislature increased Unemployment Insurance benefits, but the tax collecting structure did not rise incrementally.
- DWD has many key metrics with an overwhelming amount of data. DWD is looking at the quantity and quality of that data. In that regard, Commissioner Voors said that Larry Temple, Executive Director of the Texas Workforce Commission, was in town today. He will join the Council later to talk about Texas performance metrics.
- DWD's Major Opportunities program has been funded by Unemployment Insurance's penalties and interest. This is a separate fund that the Governor and the State Legislature put in place. DWD is signing contracts for a second year program with the goal to train 300 persons in building and trades areas.

Chairperson Perkins welcomed several new members to the Council. They include Ed Carpenter, Mark Goldman, Chip McLean, Derek Redelman and Dennis Wimer. Also, he announced that the Shock Waves presentation was not going to occur today.

Ron Timms, Regional Workforce Board Chairperson for Region 9, began the presentation regarding Region 9 which encompasses ten counties bordered by I-74, I-65 and the Ohio River on the East and South. He recounted the formation of the regional workforce board made up of fourteen volunteers who officially began operation on July 1, 2006. Their goals were education, economic development and workforce development. He recounted Governor Daniels 2006 announcements about the new Honda plant in Greensburg and Cummins' announcement in Columbus of new production jobs. Also, the National Association of Manufacturers invited Region 9 to be a part of the national "Dream It. Do It." campaign to identify careers in advanced manufacturing. Last December, the Lilly Endowment announced a \$38M grant to the Columbus region to provide advanced manufacturing education and training. Bebe Kinnett, Regional Operator in Region 9, continued with a PowerPoint presentation explaining their region's key aspects: to provide customer service to raise people up one level, refer quality, trained persons, and bring staff together as an integrated team. Region 9 has six WorkOne offices with three of those offices having staff of 1 or 2 persons. In four counties, without WorkOne offices, services are offered in libraries so people have public access.

Ed Carpenter, Regional Workforce Chairperson, for Region 10, introduced their Regional Operator, Ron McKulick. Mr. McKulick gave a PowerPoint presentation with his first slide showing Region 10's six counties with four counties bordering Kentucky. Region 10 has the New Albany WorkOne Center in Floyd County and full-time WorkOne Express offices in each of the other five counties. All are preparing for an integrated operation. Twenty-nine percent of Region 10's workers (41,936) work outside the region with a majority working in Louisville, Kentucky. He emphasized Region 10 having a strong working relationship between Jeffersonville, Indiana, and the Louisville area in the last few years. They have forged a significant partnership with twenty higher education entities working together because higher

education means higher wages. Region 10's Strategic Skills Initiative has 202 participants and 31 have completed with credentials. The leading industry sectors are manufacturing, healthcare and TDL (transportation, distribution and logistics). When a WIRED grant was given to Kentucky, Region 10 was included in the research and planning for the 26 county bi-state economy and activities are to start next month. Mr. Carpenter completed the presentation by saying that funding is a challenge in the region, but they are good fiscal managers. Through integration, they look forward to new tools in providing better service.

John Stephens' presentation, "Growing Life Science Initiatives," emphasized that Life Sciences is not only scientific research but product development and manufacturing, supporting suppliers and healthcare service providers plus packaging, trucking and all kinds of transportation. It is 9% of Indiana's jobs, and 17% of the gross state product. Bloomington has a tremendous opportunity because over the next several years Life Science firms in Bloomington anticipate the projected need for 1200 to 1400 new employees based on a survey of several companies. Sixty percent of these positions will be entry level. At present, half the employees of these firms live outside the firms' home counties. With these statistics, partnerships are critical. DWD's Strategic Skills Initiatives campaign brought an influx of funding and the cooperation of industry, academic entities, and government agencies working together to meet Life Sciences' future employee development needs. His presentation detailed a Life Sciences career ladder with four components, HIRE (help in reaching employment), BMTC (Biomedical Manufacturing Technical Certificate), MRC (Manufacturing Readiness Certificate) and MLS (Management of Life Sciences). This will be a collaborative community effort.

Commissioner Voors stated that she had two other agenda items to present to the SWIC members. She proposed creating four SWIC subcommittees for members to join. The goal of these committees would be for members to study issues and present their suggestions and findings at future meetings. The four committees would be:

1. Youth One area would be the JAG-Indiana (Jobs for America's Graduates) second year program.
2. Job-Matching-Marketing This would encompass a new advertising and marketing campaign regarding the new job-matching system for WorkOne offices. The system begins on July 1.
3. Performance Metrics Regions have begun setting their goals. This group would explore regional and state metrics that promote efficiency, quality and quantity.
4. Product Line This group would consider what online and other teaching products would be available for DWD participants. DWD's goal is to raise each person up one level.

Members discussed these committees, and their goals. A member asked where on the spectrum between centralization and decentralization would these committees function. Regions are dissimilar, but all embrace the fundamental goal to raise everyone up one level. How much impact would the committees have on the regions, with State versus regional power?

Commissioner Voors stated that there are core synergies to create efficiencies and create service. She wants to provide as much regional support as possible. Dale Wengler agreed that it is a huge challenge when the regions, boards, and regional operators all operate differently. To accommodate all is a huge challenge, but the system must be universal. He looks at it as a franchise agreement. Mr. Wengler said that a recently issued policy gave eight principles for integration. Another member suggested that finding time for meetings might be difficult and suggested that perhaps they could be scheduled the same day as the SWIC meeting.

Chairperson Perkins recognized SWIC member, Jim Gislason, from Vincennes. Mr. Gislason stated that he has spent 34 years in disaster planning. He circulated pictures to members which were taken after fire destroyed the Vincennes WorkOne Center last Friday evening. He wanted to congratulate Commissioner Voors and her team for their preparedness and efforts. The next Monday morning, the WorkOne was back operating full-time at temporary facilities in Vincennes.

Mr. Perkins asked if there were public comments. There were none.

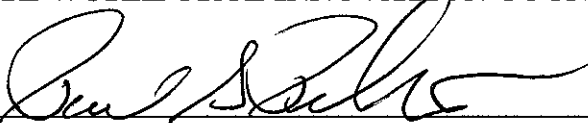
Commissioner Voors said she needed the approval of the SWIC on one other matter. She reported that there was a STEM (Science, Technology, Engineering, and Mathematics) Grant Opportunity available to be put together by mid-March. There was a possibility for \$1.5M to \$2M grant. A motion was made to put together the proposal to the U. S. Department of Labor. The motion passed unanimously.

Commissioner Voors introduced Larry Temple, Executive Director of the Texas Workforce Commission, who spoke about his participation as a state board member in Texas, and the strategic vision they set for Texas' workforce system. The Texas State Board had several initiatives. When he began, there were 28 regional boards, all with different names. The state board did a survey with Texas employers on name recognition and service. "Workforce Solutions" was the name decided upon to be used by all regional boards throughout Texas' 254 counties. The Governor charged the state board to decide on the best industries to invest in. Six major industry sectors were chosen. The state board charged the 28 boards to put strategic plans in place.

Texas has core measures not necessarily attached to U. S. Department of Labor federal measurements. The measures are market driven, with employers as the primary customer so their employment needs are satisfied. Texas offices are fully integrated in all federal programs. In Texas, Unemployment Insurance is remote at call centers (50%) and on the web (50%). Mr. Temple spoke about the methods Texas has used to help persons on unemployment return to work more quickly. Everyone is required to register in their job system. Texas increased the number of employers who use their system and the number of job postings. More claimants are reemployed within a shorter period of time.

Chairperson Perkins thanked all the presenters and asked if there was any other business. None was reported. The meeting was adjourned at 12:18 p.m.

STATE WORKFORCE INNOVATION COUNCIL



Paul Perkins, Chairman

5/01/08
Date

ATTEST:



Teresa L. Voors, Commissioner